



KeyneLink Case Study: Curran Contracting

Curran Contracting is one of the largest regional asphalt paving companies in Illinois. The company manages several plants in Northwest Illinois. The company employs over 250 staff members. Curran Contracting has been owned by the Curran Family for 4 generations with the 5th generation just starting to come on board.

Prior to using KeyneLink, Curran Contracting's strategic planning process yielded good ideas and intent but lacked a way to implement the strategic plan. Rick Noe, CEO of Curran Contracting, needed a way for the senior leadership to communicate to the rest of the staff about tying together responsibility and performance to insure development and implementation of the plan.

In 2008, Bruce Hodes, President of CMI, introduced Curran Contracting to KeyneLink. Curran Contracting decided to use KeyneLink as a tool to insure that employee performance was tied to our strategic goals and objectives. Some employees were skeptical of the process in the beginning but became loyal users over the years. The younger employees loved the process from the start and now feel more connected to company performance.

KeyneLink helped Curran Contracting link the strategic plan to individual performance through proper goals setting and measurements along with more regular discussions of performance. When asked what the best feature of KeyneLink was, Rick Noe, CEO of Curran Contracting responded "KeyneLink has helped me schedule more regular, meaningful conversations with people about their performance on the most key aspects of their role in the company."

Over the past 4 years, CMI has worked closely with Curran Contracting to insure understanding and use of the system. Noe says, "Bruce and his staff help make it a reality and not just a concept." From working with individuals on basic concepts such as defining primary job responsibilities to working with upper management on complex system reports, CMI has been there to develop, train and assist with the use of the process.